

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF WORKERS' COMPENSATION

DAYVED WOODWARD,

Claimant,

-vs-

PHB DIE CASTING,

Employer.

SS No. 161-56-2381

DEPOSITION OF: PATRICK CAMP

CERTIFIED TRANSCRIPT

DATE: February 22, 2005
Tuesday, 2:00 p.m.

LOCATION: 7900 West Ridge Road
Fairview, PA

TAKEN BY: Employer

REPORTED BY: Cynthia A. Eirich
Notary Public
AKF Reference No. CE85881

1 DEPOSITION OF PATRICK CAMP,
2 a witness, called by the Employer for examination, in
3 accordance with the Rules of Civil Procedure, taken
4 by and before Cynthia A. Eirich, a Court Reporter and
5 Notary Public in and for the Commonwealth of
6 Pennsylvania, at the offices of PHB Die Casting 7900
7 West Ridge Road, Fairview, Pennsylvania, on Tuesday,
8 February 22, 2005, commencing at 2:11 p.m.

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10 APPEARANCES:

11 FOR THE CLAIMANT:

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* I N D E X *
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(No Deposition Exhibits were marked.)

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1 PATRICK CAMP,
2 having been duly sworn,
3 was examined and testified as follows:

4 - - - -

5 DIRECT EXAMINATION

6 - - - -

7 BY MS. PETERSON:

8 Q. Could you please state your name for the
9 record?

10 A. Patrick Camp.

11 Q. Are you currently employed by PHB Die Casting?

12 A. Yes.

13 Q. And what is your current position?

14 A. I'm a line foreman.

15 Q. And how long have you been employed by PHB
16 total?

17 A. Almost nine years.

18 Q. How long have you been a line foreman?

19 A. August of 2004.

20 Q. Is when you started?

21 A. That's when I started.

22 Q. Was there a period of time when you were the
23 union steward for PHB?

24 A. Let me correct that, I think it's August 2003.

25 Q. That you became a line foreman?

1 A. Yes, August of 2003.

2 Q. Was there a time when you were a union steward?

3 A. Yes.

4 Q. And do you recall the approximate years that
5 you were a union steward at PHB?

6 A. From probably December of '99 to December of
7 2002 I do believe.

8 Q. So approximately three years?

9 A. Yes.

10 Q. Now, when you were a union steward do you
11 recall a Mr. Dayved Woodward, who is the
12 claimant in this case --

13 A. Yes.

14 Q. -- also employed at PHB?

15 A. Yes.

16 Q. Let me finish my question. I know you might
17 anticipate my questions but the court reporter
18 can only take one of us down at one time.

19 So you knew Mr. Woodward?

20 A. Yes.

21 Q. And how did you know him?

22 A. He was a DCBO.

23 Q. Did you work in the same area as Dayved?

24 A. Yes.

25 Q. What was your position at the time that Dayved

1 was working there?

2 A. I was a setup man.

3 Q. Would you have to setup Mr. Woodward's machines
4 on occasion?

5 A. Occasionally.

6 Q. In your capacity as a union steward, during the
7 three years that you were, did Mr. Woodward
8 approach you with complaints about his fellow
9 supervisors and/or coworkers?

10 A. Yes.

11 Q. What types of complaints did he voice to you?

12 A. Getting put on not favorable jobs, unfavorable
13 jobs, overtime list being wrong, stuff in that
14 nature.

15 Q. Do you recall approximately how often did he
16 come to you with complaints?

17 A. On an average probably once a week.

18 Q. With respect to his complaints what did you
19 personally do about them?

20 A. I followed up on them.

21 Q. How so?

22 A. Went to the people that were involved,
23 supervisor, shop supervisors, ask to see the
24 records of the overtime lists. Just ask them
25 why things were done the way they were done as

1 to who ran the job and why did he get the
2 certain jobs.

3 Q. Did you ever tell Dayved that you wouldn't do
4 anything about any of his complaints?

5 A. No.

6 Q. Now, did Dayved ever make specific allegations
7 of racism or racist remarks being said against
8 him or him being treated unfairly because of
9 his race to you personally?

10 A. Anything that he came about somebody else
11 saying something, is that what you are asking?

12 Q. Yes.

13 A. Not come right out and tell me, no.

14 Q. You heard through the grapevine of these
15 allegations that he has?

16 A. He'd always point to his hand.

17 Q. Dayved would point to his hand?

18 A. The reason why, it was like the color of his
19 skin.

20 Q. Now, with respect to some of his complaints --
21 and you said one of the nature of the
22 complaints was the job assignments that he had
23 been receiving from his supervisors -- what
24 specifically did you do to address his
25 complaint about his job assignments?

- 1 A. We had a meeting with Ron Sayers.
- 2 Q. That was his supervisor?
- 3 A. Yeah. And he printed up a computer printout of
4 the machines that he had ran.
- 5 Q. That Dayved had run?
- 6 A. Yeah, that Dayved had run in the last three
7 weeks. And he asked Dayved to pick another
8 DCBO from his shift to compare to. And Dayved
9 didn't want to do that so I just picked a name.
10 I threw a name out and he printed that up. And
11 Ron compared them and showed them to me, and I
12 didn't see any difference.
- 13 Q. Was the other person that was chosen with
14 respect to their job assignments, were they in
15 a comparable position to Dayved's?
- 16 A. Yes.
- 17 Q. They ran the same types of machines?
- 18 A. Yes.
- 19 Q. Did Mr. Woodward ever complain about having to
20 write a letter for his file after he had
21 damaged some taps on one of his machines?
- 22 A. Yeah, he came to me about it and asked me if he
23 should write it. I told him he had to.
- 24 Q. Why did you tell him he had to?
- 25 A. Because if he didn't it would be

1 insubordination.

2 Q. Was this a procedure done by the company?

3 A. Yes.

4 Q. Did you personally ever ask people to write
5 letters?

6 A. Yes, all the time.

7 Q. And if another person other than Mr. Woodward
8 had done similar damage, would they likewise
9 have been asked to write a letter?

10 A. Not on the first time, but the second time if
11 it happened. And I believe that happened with
12 Dayved. As I recall he broke a set of taps and
13 then he broke four more and then he had -- told
14 him he wanted him to write a letter up. Rex
15 Ryan wanted him to write a letter.

16 Q. Do you know if the letter was ever written by
17 Dayved?

18 A. I believe it was.

19 Q. Now, do you recall a meeting or any complaints
20 by Mr. Woodward that someone had yelled suey
21 when he got up to go to the bathroom? Do you
22 know anything about that?

23 A. I remember it vaguely, but I didn't really
24 consider it anything towards him. There's an
25 individual out there that will just yell woo

1 wee.

2 Q. You said out there, where is there?

3 A. In the die casting department.

4 Q. In the same department that Dayved worked in?

5 A. Yeah. And he does it all the time. It's not
6 directed to anybody. He just wipes the sweat
7 off his brow and yells woo wee.

8 Q. Do you know if this person is African American
9 or white?

10 A. Yeah, he's African American.

11 Q. Do you recall any discussions or meeting about
12 Mr. Woodward's complaints about being left off
13 a Rexroth team?

14 A. He came to me about that, and I followed up on
15 it. And they take a certain amount of people
16 on a team, and if they have that quota of
17 people, six or seven then they don't want any
18 more on the team. They want a set amount of
19 people.

20 Q. And did you discuss this with Mr. Woodward?

21 A. Yeah.

22 Q. Going back to his other complaints that he had,
23 and you said you followed up on and talked to
24 the people involved, you sometimes had
25 meetings, did you ever go back to Dayved and

1 tell him what action or inaction would be taken
2 in response to his complaints?

3 A. Yeah, everyone I followed back up on and told
4 him I may have to wait and talk to Butch Smith
5 in the morning, or I may have to talk Ron or
6 Rex the following day. If they were on a off
7 shift, where we work second, and I wouldn't be
8 able to talk to him until first shift at 2:00
9 o'clock.

10 Q. And this is with respect to all of the
11 complaints that he --

12 A. Pretty much. As far as to my knowledge I did
13 the best that I was capable of doing.

14 Q. Now, because you had worked in the same
15 department as Mr. Woodward did you observe him
16 as he worked?

17 A. Yeah.

18 Q. And what was your impression as to his overall
19 work performance, attitude towards work?

20 A. He did -- he didn't do any more than he had to
21 do.

22 Q. What do you mean by that?

23 A. There's guys out there that go above and beyond
24 what they have to do and lend a hand, and he
25 was, I don't know, wasn't a type of person that

1 really wanted to get his elbows dirty and get
2 right down it. And he'd rather watch somebody
3 else do it for him or -- like being a setup guy
4 there's things that are nice to have the DCBO
5 help with.

6 And he would sometimes instead of
7 help you with it he would go off and go to the
8 bathroom, talk to his buddies, whatever.

9 Q. As a setup person that was working at the same
10 time as Mr. Woodward, did you ever give him any
11 problems in your capacity as a setup guy, as
12 you described it, because of his race or for
13 any other reason?

14 A. No.

15 Q. Did you ever refuse to setup a machine for
16 Dayved?

17 A. No.

18 Q. Now, did any of Dayved's coworkers ever
19 complain to you about his work and work habits?

20 A. Yeah. They sometimes would come to me and ask
21 why was he always the last one in the
22 department or why does he take two 20-minute
23 breaks during the day or just that they kind of
24 thought that he got the better jobs really, why
25 does he always get to run that or --

1 Q. Now, based on your knowledge and experience
2 working in that department, did you ever see
3 any individuals, coworkers or supervisors
4 picking on Dayved or giving him a hard time?

5 A. No.

6 Q. Did Cari Goodwine ever say anything to you
7 about Mr. Woodward or his attitude, work
8 performance, anything of that nature?

9 A. He just told me watch my back with him. He
10 told me to be careful, watch my step. He was
11 out to --

12 Q. That Dayved was out --

13 A. That Dayved was out to get the easy money.
14 That Cari had known him since they were little
15 kids and --

16 MR. JOHNSON: I'm going to object to
17 what Cari Goodwine told him.

18 MS. PETERSON: I anticipate that he
19 is going to be testifying and can present
20 rebuttal testimony. But your objection is
21 noted.

22 BY MS. PETERSON:

23 Q. You may continue if there is anything else.

24 A. That's it.

25 Q. Since Mr. Woodward left his employment at PHB

1 have you had any contact with him --

2 A. No.

3 Q. -- at all?

4 A. No.

5 Q. That's all I have. Thank you, Mr. Camp.

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7

CROSS-EXAMINATION

8

- - - -

9 BY MR. JOHNSON:

10 Q. You were a union steward from December of '99
11 to December of 2002; is that right?

12 A. I think so.

13 Q. Were you still a union steward when
14 Mr. Woodward left his employment?

15 A. When did he leave?

16 MS. PETERSON: I think there are,
17 there were separate times where he left his
18 employment so you might want to be more
19 specific.

20 BY MR. JOHNSON:

21 Q. He was off for a about a year with a shoulder
22 injury in 1993. Were you still a union steward
23 at that time?

24 A. '93?

25 MS. PETERSON: 2003.

1 BY MR. JOHNSON:

2 Q. Yeah, I'm sorry, 2003.

3 A. 2003 in October I don't believe I was.

4 Q. That's when he went off of work in October of
5 2003.

6 A. Because I started the foreman's job August of
7 2003. And I had been off I think I said 2002.

8 MS. PETERSON: Yeah. I think, just
9 to clarify for the record, I believe he went
10 off for the last time in October 2003 and then
11 had initially gone off for the shoulder in the
12 Fall of 2002 and returned for one week in 2003
13 and then went back off.

14 MR. JOHNSON: Okay.

15 MS. PETERSON: If that's correct. I
16 think that is.

17 MR. JOHNSON: Okay.

18 MS. PETERSON: I don't want to
19 confuse the judge at all.

20 MR. JOHNSON: Right.

21 BY MR. JOHNSON:

22 Q. Let me ask you this way. Were you the union
23 steward for the majority of time that
24 Mr. Woodward was employed by PHB?

25 A. Yes, I believe.

1 Q. Have you ever written any grievances for the
2 union?

3 A. No.

4 Q. Never?

5 A. With the grievance, the way the grievance works
6 here if he would ask me for a grievance paper
7 -- I'm not sure if he did or not, but I've done
8 it before where I went and got the grievance
9 paper. It's a piece of paper. I'd give it to
10 them, they fill it out.

11 Q. Are there any formal steps when you grieve
12 something?

13 A. Person that writes the grievance -- the real
14 only formal step that I know of, there used to
15 be a box at the union office that when you got
16 done filling it out you'd put it in the box.
17 After that I don't know where it goes from --

18 Q. What union were you with?

19 A. I was with the Steel Workers 711. It has
20 changed now, and I couldn't tell you what it's
21 changed to now.

22 Q. And you are no longer in the union because you
23 are a foreman, correct?

24 A. Correct.

25 Q. Do you know if in the labor contract there's a

1 set procedure you would do the grievances
2 through or how you would do that?

3 A. I think there is, but I can't -- I really
4 didn't do a lot of grievances the whole time I
5 was there.

6 Q. Did you do any?

7 A. Personally, no.

8 Q. Are you aware of people filing actual
9 grievances?

10 A. From what they say to if they've really done it
11 I don't know.

12 Q. So you don't know. And you don't recall if
13 Mr. Woodward had ever requested that a
14 grievance be filed?

15 A. No.

16 Q. What could Mr. Woodward have done if he was not
17 happy with the result you would get for his
18 various complaints?

19 A. He could go talk to Greg Biebel, the union
20 president at the time, or a, I want to say
21 councilman, but it's not that. I can't
22 remember the name. There's like six other
23 individuals that they could go to that are on
24 the board, the grievance committee, I guess.
25 Grievance committee, that's what it is. He

1 could have gone to either one of those.

2 Q. Are you aware that Mr. Woodward has made
3 complaints that he was discriminated against
4 because of his race?

5 A. I do now. Not at the time.

6 Q. It's your testimony that while you were the
7 union steward you were not aware that
8 Mr. Woodward was making complaints that he was
9 being discriminated against?

10 A. That's what he called it when he said he was
11 being discriminated against because of the jobs
12 he was getting.

13 Q. You testified he would come and make complaints
14 to you approximately on a weekly basis. So it
15 would happen quite often?

16 A. Yeah.

17 Q. Did he ever make any complaints other than
18 unfavorable jobs?

19 A. Overtime.

20 Q. Did he ever complain to you about racial slurs?

21 A. No.

22 Q. Are you aware of any racial slurs taking place
23 in the workplace?

24 A. Towards him?

25 Q. Yes.

1 A. No.

2 Q. How about towards anyone?

3 A. No.

4 Q. But there were racial slurs?

5 A. I imagine. Nobody ever came to me about them.

6 Q. I originally asked you if you knew of any
7 racial slurs being said in the workplace to
8 which you asked me towards him?

9 A. Right.

10 Q. Which would lead me to believe that -- and I
11 don't want to put testimony into your mouth --
12 but would lead me to believe that you have
13 heard it but it was not directed directly to
14 Mr. Woodward?

15 A. Correct.

16 Q. So there were racial slurs being said in the
17 workplace?

18 A. White guys too.

19 Q. I didn't hear you.

20 A. For white guys too. I shouldn't say they are
21 racial slurs. They are just, I don't know,
22 just the way people talk.

23 Q. How many black employees were working at the
24 same time Mr. Woodward was employed?

25 A. I honestly couldn't tell you.

1 Q. Did you work a set shift?

2 A. I worked a set shift. I can tell you how many
3 on the shift.

4 Q. Was that the same shift that Mr. Woodward
5 worked?

6 A. Yes

7 Q. How many were on your shift?

8 A. Three.

9 Q. And that would be Mr. Woodward, Cari Goodwine
10 and Jamal Shields?

11 A. Correct.

12 Q. Are you aware of any complaints by Cari
13 Goodwine in regards to discrimination based on
14 his race?

15 A. No.

16 Q. He never complained to you?

17 A. No.

18 Q. What about Mr. Shields?

19 A. No.

20 Q. Is Mr. Shields still employed by PHB, if you
21 are aware?

22 A. Yes.

23 Q. Are you aware that Cari Goodwine has filed a
24 complaint against PHB based on discrimination?

25 A. No.

1 Q. Mr. Woodward never complained to you about
2 hearing the word nigger being used in the
3 workplace?

4 A. No.

5 Q. Did anyone talk to you about nigger being used
6 in the workplace?

7 A. Like who? No, not that I know of. No one ever
8 talked to me about it.

9 Q. Who would you report to -- and this is a two
10 part question -- first as in terms of your
11 duties as a union steward, who would you report
12 to? Would that be Mr. Biebel?

13 A. Yeah.

14 Q. Did you ever have any discussions with
15 Mr. Biebel in regards to complaints of racial
16 slurs being used in the workplace?

17 A. No.

18 Q. So until I asked you about this today you
19 really have no knowledge or were not aware of
20 Mr. Woodward's complaints as to racial slurs?

21 A. As to racial slurs, no.

22 Q. You are not aware of anyone complaining about
23 racial slurs?

24 A. No.

25 Q. What about graffiti in the form of a burning

1 cross or a KKK?

2 A. I never saw anything. Nobody ever came to me
3 about it.

4 Q. Is it fair to summarize that your testimony
5 today would be that nobody came to you at all
6 in regards to any claim of racial
7 discrimination?

8 A. Um-hum.

9 Q. And that is a yes for the court reporter to
10 take down?

11 A. Yes.

12 Q. As a union steward were you aware of any policy
13 at PHB in regards to discrimination?

14 A. No.

15 Q. Is there a policy now in effect in terms of
16 discrimination that you are aware of?

17 A. There may have been one when I was a union
18 steward, but I did not know of it.

19 Q. Is there one now?

20 A. I believe so. I don't know.

21 Q. You don't know?

22 A. No.

23 Q. And you are a foreman at PHB currently?

24 A. Um-hum.

25 Q. Is it fair to say that if there was a

1 companywide policy on discrimination you would
2 be aware of it as you have a supervisory job?

3 A. Yes. We had a meeting on it, I don't know, six
4 months ago on discrimination. And yes, I do
5 believe there is a policy on it now. But I
6 don't know if there was one then.

7 Q. You have no independent knowledge of there
8 being one prior to this meeting you had
9 approximately six months ago?

10 A. No.

11 Q. But there's no formal document or standard
12 procedure that is followed when there is a
13 claim of discrimination for a racial slur?

14 A. For union or company?

15 Q. For the company.

16 A. Company, there is now.

17 Q. There is now. And that is what the meeting was
18 for?

19 A. Yes.

20 Q. What about with the union, would you be aware
21 if there's anything?

22 A. Just I'm sure whatever company policy is.

23 Q. So your testimony is that all the complaints
24 that Mr. Woodward made to you over this period
25 of time where you were the union steward were

1 based on unfavorable jobs or overtime lists?

2 A. (Witness nodding.)

3 Q. He made no -- are you shaking your head yes
4 again?

5 A. No, I'm listening.

6 Q. And that there were no complaints that he was
7 being treated differently based on race?

8 MS. PETERSON: I just want to
9 clarify. I think I did discuss some other
10 complaints during direct examination, that is
11 like the Rexroth team and that Mr. Camp did
12 acknowledge having information.

13 THE WITNESS: There was --

14 BY MR. JOHNSON:

15 Q. I guess what I'm getting at, Mr. Camp, is that
16 from your testimony it seems that you are
17 saying Mr. Woodward complained about not
18 getting the jobs he wanted and not getting the
19 overtime he wanted, and I think the Rexroth
20 would fall into not getting a job that he
21 wanted.

22 But you also testified that this was
23 almost on a weekly basis. So from 1999 to
24 2002, that's three years he was making weekly
25 complaints?

1 A. Which would always follow up as the reason he
2 thought it was the color of his skin. And I
3 said that before.

4 Q. But you do not have any knowledge of him making
5 complaints as to a racial slur being made?

6 A. No, I do not.

7 Q. And nothing about graffiti?

8 A. He never came to me about graffiti or writing
9 on the wall. If he would have I would have
10 went and he should have showed me it.

11 Q. Butch Smith, what is his position?

12 A. Now?

13 Q. Yeah.

14 A. I believe he's plant engineer.

15 Q. What was he in say 2002?

16 A. He was the shop supervisor for aluminum and
17 zinc.

18 Q. Is that somebody you would interact with as
19 part of your job duties as the union steward?

20 A. Yes.

21 Q. Did you have any conversations with Mr. Smith
22 in regards to the complaints that Mr. Woodward
23 had made?

24 A. Yeah.

25 Q. And what were those in regards to?

1 A. Following up on Rexroth or jobs, overtime,
2 anything like that.

3 Q. But nothing in terms of racial slurs?

4 A. No.

5 Q. And nothing in terms of graffiti on the
6 bathroom walls?

7 A. No.

8 Q. Are you aware of the incident where
9 Mr. Woodward complained about someone saying
10 the word suey?

11 A. I was aware of it.

12 Q. Did he make a complaint to you about that?

13 A. A written complaint, no, he just came to me and
14 said somebody said suey.

15 Q. Did he ask that anything be done in regards to
16 do that?

17 A. No.

18 Q. Was anything done in regards to that?

19 A. No.

20 Q. Do you know who made that remark?

21 A. No, I do not.

22 Q. I think on your direct examination you said it
23 was somebody who was African American?

24 A. Yeah, but I don't know if he made that remark
25 at the time. And it wasn't suey either, it was

1 woo wee.

2 Q. Okay. But then there's -- I'm asking you about
3 a specific incident where Mr. Woodward alleged
4 that someone used the word suey towards him?

5 A. No.

6 Q. You are not aware of that?

7 A. No.

8 Q. And when you talked on direct examination about
9 the African American who says woo wee because
10 it's hot, you are not talking about the suey
11 incident that you know nothing about?

12 A. I just assumed that's what it was.

13 Q. Well, I think your testimony was at the time
14 you were the union steward and the time that
15 Mr. Woodward was working there were three
16 blacks working on the second shift?

17 A. Right.

18 Q. That would be Jamal Shields and Cari Goodwine
19 and Mr. Woodward?

20 A. Yeah.

21 Q. Are you saying that it was either Jamal Shields
22 or Cari Goodwine who said this?

23 A. No. What would happen was there would -- if
24 setup gets behind they call third shift in, all
25 right. So they start at 7:00 o'clock. And Roy

1 Hinton is a setup guy.

2 Q. Did Mr. Woodward tell you who he believed had
3 used that word?

4 A. No, all I recall is he said he heard somebody
5 say suey or woo wee or whatever.

6 Q. What about an incident in regards to chitlins,
7 are you at all familiar with that?

8 A. No, I'm not.

9 Q. Were there other union stewards that
10 Mr. Woodward could make complaints to during
11 the time he was working at PHB?

12 A. No. If it was before the time I was union
13 steward, but there's only one per shift in die
14 casting.

15 Q. Would you be made aware if Mr. Woodward had
16 made complaints about racial discrimination to
17 anyone but yourself?

18 A. No, not that I know of.

19 Q. And again, I'm not trying to put words in your
20 mouth, but would it be fair to say that it's
21 your position that Mr. Woodward would not be
22 telling the truth if he states that he had many
23 complaints about various words being said and
24 that sort of thing?

25 A. Could you say that again?

- 1 Q. Yeah. I apologize, it's an unwieldy question.
2 Mr. Woodward's testimony is basically that he
3 made many complaints and that nothing was ever
4 done of that from his complaints. And your
5 testimony is basically that he never made any
6 complaints that you are aware of except in
7 regards to job assignments and overtime?
- 8 A. Right.
- 9 Q. I guess my question to you is --
- 10 A. He never came to me on a racial as to --
- 11 Q. He never came to you as anything racial?
- 12 A. Right.
- 13 Q. And you are not aware of him going to anyone
14 else because of something regarding race?
- 15 A. Correct.
- 16 Q. If he did make complaints to someone else
17 regarding race, is that something that would
18 come back to you?
- 19 A. No. Like who? I --
- 20 Q. If he made complaints to --
- 21 A. Nobody ever came back to me on that.
- 22 Q. So Lawrence Smith or Butch Smith never came to
23 you and talked to you about any complaints
24 Mr. Woodward would have made in regards to
25 race?

- 1 A. No.
- 2 Q. What about Rex Ryan?
- 3 A. No.
- 4 Q. What about Ron Sayers?
- 5 A. No.
- 6 Q. And just for purposes of the record, Rex Ryan
7 and Ron Sayers are line supervisors?
- 8 A. Shift supervisors.
- 9 Q. Is that the same position you have?
- 10 A. No, I have line supervisor.
- 11 Q. You are a line supervisor?
- 12 A. Right.
- 13 Q. What is the difference between the line
14 supervisor and a shift supervisor?
- 15 A. A shift supervisor is in charge of everybody in
16 aluminum die cast, and line foremen are line
17 supervisors in charge of 13 machines.
- 18 Q. Do you know who Shelley Antolik is?
- 19 A. Yeah.
- 20 Q. She is in human resources?
- 21 A. Correct.
- 22 Q. Did she ever come talk to you about any
23 complaints Mr. Woodward had made?
- 24 A. No.
- 25 Q. Are you aware of any racial slurs made by Tom

1 Thompson?

2 A. No.

3 Q. What about Gary Gephart?

4 A. I don't know anything about that.

5 - - - -

6 (There was a brief pause in the proceedings.)

7 - - - -

8 BY MR. JOHNSON:

9 Q. Was Mr. Woodward satisfied with the outcome on
10 each complaint that he made to you?

11 A. No, I don't believe so.

12 Q. But it was never taken any further than you
13 talking just to Mr. Woodward?

14 A. I did what I could and came back with an
15 answer. And sometimes it wasn't the answer he
16 liked so I tried to -- that's it.

17 Q. Did you ever inform him that he had a right to
18 file a grievance?

19 A. Yeah, he knew that.

20 Q. As a union steward could you have filed a
21 grievance on behalf of Mr. Woodward?

22 A. I think it's the individual who is filing the
23 grievance has to file a grievance.

24 Q. It's fair to say that not many, if any,
25 grievances were filed that you were aware of?

- 1 A. Correct.
- 2 Q. How many, none?
- 3 A. Offhand I can't tell you of any of them.
- 4 Q. So it's very possible that no grievances were
- 5 filed during the period that you were a union
- 6 steward that you are aware of?
- 7 A. Anybody can go get a grievance paper.
- 8 Q. Well, if there were grievances filed for
- 9 employees on second shift where you were the
- 10 union steward?
- 11 A. Would I have known them?
- 12 Q. Yes.
- 13 A. No.
- 14 Q. Where would the grievances go to then?
- 15 A. Grievance committee.
- 16 Q. Who would make up the grievance committee?
- 17 A. Members of the union.
- 18 Q. You weren't on the grievance committee?
- 19 A. I was not, no.
- 20 Q. You wouldn't receive copies of any grievances
- 21 that were filed by employees on your shift?
- 22 A. No.
- 23 Q. Just to summarize, you are not aware of anyone
- 24 using the word nigger?
- 25 A. No.

1 Q. And you are not aware of --

2 MS. PETERSON: Is that a no?

3 THE WITNESS: No.

4 BY MR. JOHNSON:

5 Q. Yes, that is a no, right?

6 A. Yes.

7 Q. And you are not aware that there was a
8 complaint that there was racial graffiti in one
9 of the stalls in the bathroom?

10 A. No, I was not aware of that.

11 Q. And is sit fair to say you weren't aware of any
12 racial complaints Mr. Woodward made at all?

13 A. No.

14 Q. As a union steward if an individual employee
15 came to you with a claim of racial
16 discrimination what would you have done?

17 A. I probably would have talked to Greg Biebel.

18 Q. Who was the union president at the time?

19 A. Right.

20 Q. Is Mr. Biebel still the union president?

21 A. I don't know if he is or not.

22 Q. Is he still employed by PHB?

23 A. Yes.

24 Q. Is it fair to say that your opinion was that
25 there were no racial problems at PHB?

1 A. That is correct.

2 Q. That's all the questions I have. Thank you.

3 - - - -

4 REDIRECT EXAMINATION

5 - - - -

6 BY MS. PETERSON:

7 Q. Just a few follow-up. Mr. Camp, as a union
8 steward what did your duties involve? What did
9 you do as a union steward?

10 A. I'd make sure that things were being done fair.

11 Q. And what would that -- how would you do that?

12 A. Like job channeling or things like that.

13 Q. So if somebody would complain to you about
14 something not being fair you would do something
15 about it, whatever needed to be done?

16 A. Correct.

17 Q. Were you directly involved in the grievance
18 process --

19 A. No.

20 Q. -- as a union steward? Okay.

21 That was something that would be
22 taken to the grievance committee?

23 A. Yes.

24 Q. But if somebody asked you for a grievance
25 paper, as you described it, you would have

1 those papers available to that person?

2 A. Yes. I could go get them for them or tell them
3 where they could go get them.

4 Q. Did you ever while working at PHB hear anyone
5 refer to another person by their race, be it
6 black, white or otherwise?

7 A. No.

8 Q. Have you ever heard anyone refer to
9 Mr. Woodward by his race?

10 A. No.

11 Q. Either directly to him or to somebody else?

12 A. No.

13 Q. Have you ever seen or observed Ron Sayers
14 treating Mr. Woodward unfairly, giving him a
15 hard time, making whatever types of remarks
16 towards him, did you ever witness anything like
17 that?

18 A. No.

19 Q. And Ron Sayers, that was one of his
20 supervisors?

21 A. Correct.

22 Q. Did you ever hear Ron Sayers making any types
23 of comments to any other African American
24 employees at PHB?

25 A. No.

1 Q. Have you ever seen Mr. Sayers treat any African
2 American employee at PHB, in your opinion,
3 unfairly, giving them a hard time, anything of
4 that sort?

5 A. No.

6 Q. Have you fielded any complaints of Ron Sayers
7 regarding treatment that he may have done to
8 employees?

9 A. No.

10 Q. Did Mr. Woodward ever complain to you directly
11 about Ron Sayers?

12 A. Yes.

13 Q. What types of complaints, other than the job
14 assignments, did he complain about Mr. Sayers?

15 A. No.

16 Q. Did he ever complain about anything that
17 Mr. Sayers did to him while he was on light
18 duty for his shoulder, excuse me, for a lower
19 extremity injury -- I don't know if it was the
20 knee or ankle or anything -- do you recall
21 anything like that?

22 A. He had come to me and said something about Ron
23 was following him around with a stool.

24 Q. And what did you do in response?

25 A. I just went and talked to Ron and asked him if

1 he was following him around with a stool. And
2 he had told me, no, I took a stool over for him
3 to sit on, that if he needed to take a break he
4 could take a break.

5 Q. And your opinion based on what Mr. Woodward had
6 said and Mr. Sayers said to you, do you feel
7 that Mr. Woodward was treated inappropriately
8 by Mr. Sayers?

9 A. No.

10 Q. Did you tell Mr. Woodward this, did you
11 follow-up with him afterwards?

12 A. Yeah.

13 Q. That's all. Thank you, Mr. Camp.

14 - - - -

15 RECROSS-EXAMINATION

16 - - - -

17 BY MR. JOHNSON:

18 Q. Do you know a Freddy Jackson?

19 A. I know the name. I do not know him.

20 Q. What do you know of the name?

21 A. Just that he worked here.

22 Q. Is that all you know that he was an employee at
23 some point in the past?

24 A. Yeah.

25 Q. Did you ever meet him or he -- go ahead and

1 answer that.

2 A. No, I never met him.

3 Q. He wasn't an employee at the same time you
4 were, or at least you did not work with him?

5 A. I never worked with him. And I don't know even
6 know if I was employed when he was.

7 Q. Are you aware that he filed a discrimination
8 suit against PHB?

9 A. Yes, I read it about it in the paper.

10 Q. When did you read about that in the paper?

11 A. I don't know. I guess whenever it was settled.

12 Q. Was that while Mr. Woodward was employed by
13 PHB?

14 A. I couldn't tell you that. I don't know.

15 Q. Could it have been before, could it have been
16 after? You don't have any --

17 A. I don't know.

18 Q. Do you have any independent knowledge by way of
19 your job as a union steward or as an employee
20 about Freddy Jackson?

21 A. No.

22 MR. JOHNSON: That's all the
23 questions I have.

24 MS. PETERSON: I have nothing
25 further. Mr. Camp, after today the court

1 reporter here is going to type up everything
2 that we said and put it into a transcript form.
3 You have the opportunity to review that
4 transcript for any mistakes, typographical
5 errors, things of that nature and then sign it.

6 Or you can waive signature, in which
7 case the court reporter will just type up the
8 transcript and forward it to us and you won't
9 have to deal with it anymore. Which would you
10 prefer?

11 THE WITNESS: That's fine.

12 MS. PETERSON: Waive your signature,
13 okay. That's all.

14 - - - -

15 (The proceedings were concluded at 3:17 p.m.)

16 - - - -

17

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25

1 COMMONWEALTH OF PENNSYLVANIA) CERTIFICATE

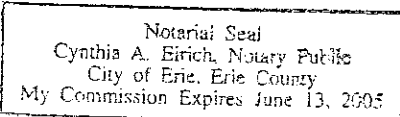
2 COUNTY OF ERIE) SS:

3 I, Cynthia A. Eirich, a Court Reporter and
4 Notary Public in and for the Commonwealth of
5 Pennsylvania, do hereby certify that the witness,
6 PATRICK CAMP, was by me first duly sworn to testify
7 to the truth, the whole truth, and nothing but the
8 truth; that the foregoing deposition was taken at the
9 time and place stated herein; and that the said
10 deposition was recorded stenographically by me and
11 then reduced to printing under my direction, and
12 constitutes a true record of the testimony given by
13 said witness.

14 I further certify that the inspection, reading
15 and signing of said deposition were waived by counsel
16 for the respective parties and by the witness.

17 I further certify that I am not a relative or
18 employee of any of the parties, or a relative or
19 employee of either counsel, and that I am in no way
20 interested directly or indirectly in this action.

21 IN WITNESS WHEREOF, I have hereunto set my hand
22 and affixed my seal of office this 7th day of March,
23 2005.

24
25 
Notarial Seal
Cynthia A. Eirich, Notary Public
City of Erie, Erie County
My Commission Expires June 13, 2005
Member, Pennsylvania Association of Notaries

Cynthia A. Eirich

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